Teacher Evaluation Advisory Committee (TEAC)
Glossary of Terms

Term	Definitions for TEAC Process
Acceptable sources	for TEAC purposes, acceptable sources are the selected data and rubrics used to measure the criteria components for evaluation
Assistant principals	for TEAC purposes, assistant principals are defined as educators who spend at least 50 percent of their time on administrator duties
Criteria	the components, acceptable sources and weights that make up effectiveness measures for evaluation purposes
Components	for TEAC purposes, components are the categories that make up effectiveness measures – the "what is being measured"
Effectiveness measure	an instrument or device that provides data on the quantity or quality of that aspect of teaching performance being evaluated to ensure the needs of stakeholders are met[1]
Evaluation ratings	a systematic estimation of the magnitude or degree of some attribute of teaching, using a numerical or descriptive continuum;[2] descriptive examples of ratings include "effective," "exemplary," "ineffective" and "developing"
Guidelines	the processes, policies and tools needed to assure districts can acquire valid and reliable effectiveness measures for evaluation purposes
Human capital decisions	policies and primary factors in decisions that include which teachers receive tenure, how they are assigned and retained, how teachers are compensated and advanced, what professional development teachers receive, and when and how teachers are dismissed[3]
Library information specialists	K-12 school librarians who hold either an apprentice or professional library media specialist license in Tennessee
Observation	a method used to collect data about a teacher's performance; observations can range from traditional classroom sessions that include the recording of evidence and notes while watching the teacher, to a 360 degree view of the teacher that looks at all aspects of the teacher's performance, from classroom instruction and practice to professional growth progress to commitment to the school community; observations should be based on clearly defined rubrics that identify the desired teacher outcomes
Policies	for TEAC purposes, policies are any state decisions and actions that must occur to enable districts to perform the new evaluation system
Principal evaluation	the systematic appraisal of a principal's performance and/or qualifications in relation to the principal's defined professional role and responsibilities as well as to the school's and district's missions [4]
Principals	administrators in
Processes	for TEAC purposes, processes are defined as the actions districts will take when implementing the new evaluation process
Reliability	the degree to which an assessment or instrument consistently measures an attribute. There are several types of reliabilities, for example: • Intra-Rater – the degree to which the measure yields consistent results over different administrations with the same teacher performing at the same level by the same assessor; • Inter-Rater – the degree to which the measure yields similar results for

	the same teacher at the same time with more than one assessor [5]
Rubric	a set of rules, guidelines, or benchmarks at different levels of performance, or prescribed descriptors for use in quantifying measures of teacher attributes and performance[6]
Special groups	K-12 educators who work in a non-classroom setting the majority of the time
Student achievement	For tested grades and subjects: • a student's score on the State's assessments under the ESEA; and, as appropriate, • other measures of student learning… provided they are rigorous and comparable across classrooms For non-tested grades and subjects: alternative measures of student learning and performance such as student scores on pre-tests and end-of-course tests; student performance on English language proficiency assessments; and other measures of student achievement that are rigorous and comparable across classrooms[7]
Student growth	the change in student achievement for an individual student between two or more points in time[8]
Teacher evaluation	the systematic appraisal of a teacher's performance and/or qualifications in relation to the teacher's defined professional role and responsibilities as well as to the school's and district's missions[9]
Teachers with TVAAS data	classroom teachers in subjects and grades tested by the state's assessment process (those teaching grades 3-8, and those teaching Algebra I, Biology I, English I, English II, and U.S. History in high school)
Teachers without TVAAS data	classroom teachers in subjects and grades that are not tested in the state's assessment system, such as 1st grade teachers, art teachers and foreign language teachers
Tools	for TEAC purposes, the materials needed by educators to clearly understand and effectively implement the new evaluation system

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[1] "Teacher Evaluation Kit: Complete Glossary." *Western Michigan University*. The Evaluation Center, 12 May 2010. Web. 12 May 2010. <http://www.wmich.edu/evalctr/ess/glossary/glossary.htm>.

[2] Race to the Top guidelines

[3] " The Widget Effect: Our National Failure to Acknowledge and Act on Differences in Teacher Effectiveness." The New Teacher Project. 29 March 2010. <http://widgeteffect.org/>

[4] "Teacher Evaluation Kit: Complete Glossary." *Western Michigan University*. The Evaluation Center, 12 May 2010. <http://www.wmich.edu/evalctr/ess/glossary/glossary.htm>.

[5] Race to the Top guidelines

[6] "Teacher Evaluation Kit: Complete Glossary." *Western Michigan University*. The Evaluation Center, 12 May 2010. <http://www.wmich.edu/evalctr/ess/glossary/glossary.htm>.

[7] Race to the Top guidelines

[8] Race to the Top guidelines

[9] "Teacher Evaluation Kit: Complete Glossary." *Western Michigan University*. The Evaluation Center, 12 May 2010. <http://www.wmich.edu/evalctr/ess/glossary/glossary.htm>.